



RIELITY CHECK

A publication of the Louis Riel Teachers' Association (www.lrta.ca)

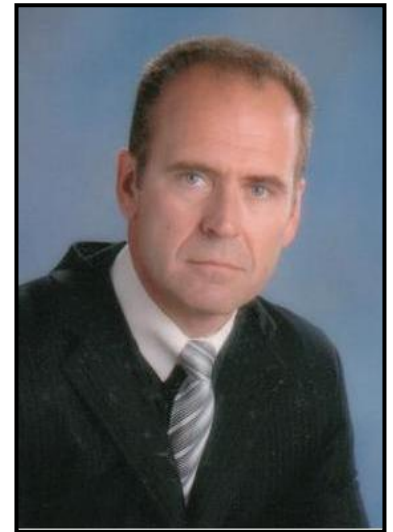
EDITOR: SEAN FITZMAURICE NOVEMBER/DECEMBER 2012

PRESIDENT'S MESSAGE

President – Frank Restall

People First

I was invited to bring greetings to the LRSD Leadership Council Retreat in Gimli from the Louis Riel Teachers' Association on Monday, October 22. The following is the text of the message I delivered that day. I want to take this opportunity to share the message I delivered with all members of the Louis Riel Teachers' Association. I believe the message to be important, relevant and timely.



It is my pleasure to bring greetings once again on behalf of the Louis Riel Teachers' Association to this Leadership Council Retreat. I am confident that this retreat will provide ample opportunity for reflection and planning for the future. The Association extends best wishes to each of you as you undertake the activities of this endeavour.

Over the last number of weeks, I have had more occasions than usual to refer to public education as a "People Business". I am sure that we all agree with that expression. To parallel a passage of Lincoln's Gettysburg address, "Public education is by the people and for the people". People, in whatever stakeholder group they belong, are essential to public education. As leaders in public education, we must ensure that "people" are always the centre of our thoughts, words and deeds.

I had the opportunity of attending a SAG session a number of years ago where the presenter began by asking the educators gathered, how they would like to be remembered by others when their careers had finished. As opposed to the day to day examination of our calling which would include planning, meetings, preparation, assessment, organization, etc., here we were being asked to reflect from a more global and long term perspective. What emerged from the sampling of those present were not tasks, but character descriptors such as caring, passionate, welcoming, understanding, empathetic, compassionate, supportive and encouraging. →



...PRESIDENT'S MESSAGE (continued from page 1)

I believe that all leaders in education, who are found in every classroom, gymnasium and office all the way to the Board Office itself, must consider how they would like to be remembered by others when their careers finish. With serious reflection, I would like to believe that leaders in public education would push aside the day to day tasks and duties and wish to be remembered for the characteristics they bring to this "people business". I believe a leader would want to be known as a person who uses positive influence to help others grow. A leader would want to be known as a person of character, putting people first, being a compassionate collaborator, a systems thinker and a moral authority. A leader would want to be noted for listening, empathy, healing, awareness, conceptualization and a commitment to the growth of others.

Mary D. Poole wrote that, "Leadership should be more participative than directive, more enabling than performing". In public education, this would be the positive influence of leadership.

The Mission Statement of LRSD states that we "aspire to develop caring, literate, and capable people". I am certain that it was no accident that the word "caring" was listed first. Caring is the foremost characteristic we wish to develop in our students and in each other. Like many other aspects of public education, this will only occur with genuine modeling. As leaders, how we treat our colleagues and how we support our colleagues are paramount to the success of fulfilling the Mission Statement. We must ensure that all people receive respect and are treated with dignity. We must remember that all stakeholders are people first!

It is difficult to know what is occurring in the lives of our colleagues or the tremendous personal stressors many find themselves under. Therefore, we must support the Mission Statement of putting "caring" first and foremost in our dealings with one another. We must always support one another in a compassionate manner. I believe that we should be constantly striving to incorporate these characteristics so that leaders will not just be remembered, but revered for the legacy of caring and compassion they created.

In conclusion, and as I have for the past two years, I would like wrap up my message with the words of John Quincy Adams who wrote "If your actions inspire others to dream more, learn more, do more and become more, you are a leader".

On behalf of the LRTA, it is my pleasure to bring greetings and wish each of you a successful retreat and a very rewarding experience.



...PRESIDENT'S MESSAGE (continued from page 2)

November/December can be hectic months for members. Members are very busy – reporting, conferences, concerts looming and a myriad of other activities. Ensure that you are achieving a balance between the many demands upon your time and your own personal well being. Your Collective Agreement contains Articles which will support you in achieving this balance.

As the holiday season approaches, I would like to wish all members a healthy, restful and joyous holiday. Joyeuses Fêtes à tous! This is always an exciting time both in the classroom and at home with family and friends. Now, more than ever, make sure you take care of yourself and take care of each other!

Frank Restall

President, Louis Riel Teachers' Association



Scholarship Recipients 2012

At June convocations each year, the Louis Riel Teachers' Association presents a \$500 scholarship to a student from each of the eight high schools in our division who plans to pursue a degree in education at university. This year's scholarship recipients were:

Windsor Park Collegiate – **Caitlin Gilmore**
Glenlawn Collegiate – **Emma Unrah**
Collège Jeanne Sauvé – **Breanne Cook**
Collège Beliveau – **Nicholas Cherlet**
Nelson McIntyre Collegiate – **Jamie Oakley**
J.H. Bruns Collegiate – **Holly Baetsen**
Louis Riel Arts & Technology Centre – **Kimberly Walding**
Dakota Collegiate – **Bryton Dahl**

Congratulations to these students and we wish them well in their studies!



**The LRTA is
here for you**

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MTS WORKLOAD SURVEY

Collective Bargaining – Barry Wittevrongel

HEADS UP!

Let Them Know What You Do

And How Your Workload Affects Your Stress

2013 MTS Teacher Workload Survey

The Manitoba Teachers' Society is surveying all its members--teachers, administrators, specialist teachers, clinicians, and substitutes during the month of February 2013 to collect information on workload and stressors in the workplace. Please take a few minutes (15 – 20 minutes) to complete the survey. The information collected can be sorted by Association and therefore, your responses can be used by the LRTA Bargaining Committee.

The survey will be a paper copy sent to your school in February. Your school Council Rep will be responsible for its distribution and collection. Individual responses are confidential.

Your cooperation in completing the survey will greatly enhance the LRTA Bargaining Committee's ability to:

1. develop clauses for our opening package that address the needs of our membership;
2. protect the current collective agreement and provisions that teachers enjoy; and
3. use in the event of a future bargaining impasse, the information may be used in interest arbitration to help improve or protect the collective agreement.

All 1100 LRTA members should complete the survey to support the collective goals of the Association.





NEW ESJ COMMITTEE

Equity and Social Justice Chair – Cheryl Bazin

Have you ever thought of making a difference in the world? Would you like to contribute to the lot of others? Do you believe that change is possible?

If you answered yes to one or more of these questions then you're invited to join our new LRTA ESJ committee.

Your LRTA is making a concerted effort this year to positively impact equity and social justice. Chairperson Cheryl Bazin is seeking Association members who are willing to donate a relatively small amount of time in order to make a huge difference.

Equity and social justice issues exist everywhere. As educators, we know firsthand of the impact some of these issues can have.

The LRTA ESJ Committee will meet in order to establish direction and goals. In essence, ESJ Committee members will plan and implement ideas from the grass roots. Please give serious consideration to joining a new avenue for members to express concerns, discuss resolutions and find solutions to make our world a better place.

All are invited to join. No experience is required. Interested members should contact Cheryl Bazin at cheryl.bazin@lrsd.net.

Attention Members...

If you turned 48 or older in 2012, you should have received an invitation in late August to attend a MTS/TRAF Pre-Retirement Seminar in the new year. If you did not receive your invitation and would like to receive this important information, please contact Joanne Sinclair MTS Benefits' Administrative Assistant immediately.

Joanne Sinclair, Administrative Assistant / Benefits, Ext. 241 jsinclair@mbteach.org



PPDF: MORE THAN CONFERENCES/WORKSHOPS

Professional Development – Bob Gaudes

The most valuable aspect to professional development is the opportunity to network with other teachers and to share perspectives on a variety of topics. PPDF permits collaborative, teacher-initiated professional development activities. It can provide members with the opportunity to book a series of days (or half days) to work with colleagues.

Often teachers have gone to a workshop and have become excited with the possibilities it inspired. Unfortunately, teachers never seem to find the time to do any follow-up. PPDF can be used to continue the work that began with the workshop.

Teachers who teach the same grades or subjects can use PPDF to meet throughout the year. One PPDF event can be spread over the year and permit up to 5 days of substitute coverage.

How is this done? On page 1 of the PPDF online application, check the box that states “This is a series of workshops offered throughout the year.” On page 2 of the application use the calendar available to list the days needed.

PPDF can also be used for school visitations. Use PPDF to take the opportunity to observe a colleague who is doing something new and exciting in his/her classroom.

If you have any questions please call 929-5782 in the afternoon.

YOUR LRTA EXECUTIVE...

President

Frank Restall (LRTA Office)

VP Collective Bargaining

Barry Wittevrongel (Dakota Collegiate)

VP Professional Development

Bob Gaudes (Samuel Burland School)

Secretary-Treasurer

Jodi Samms (Glenlawn Collegiate)

Employee Benefits

Carl Antymniuk (Samuel Burland School)

Public Relations

Sean Fitzmaurice (Highbury School)

Past President

James Bedford (Dakota Collegiate)

Equity and Social Justice

Cheryl Bazin (Collège Jeanne Sauvé)

Social

Alison Ward (Frontenac School)

LRASA

Jack Fraser (Archwood School)

ÉFM

Bernard Mazerolle (École Julie-Riel)

Members-at-Large

Tara Law (École Julie-Riel)

Sue Wilton (Lavallee School)

Rob Wood (Shamrock School)